

Z GROUP BENEFIT SUMMARY SHEET

For Unrepresented Mid-Managers

FRINGE BENEFITS AND WELLNESS

- **CAFETERIA PLAN**
\$570.00/month towards medical plan plus additional medical premium if eligible
- **DENTAL INSURANCE**
Employer paid family coverage
- **EMPLOYEE ASSISTANCE PROGRAM (EAP)**
Available to employees and dependents
- **VISION PLAN**
Employer paid for employee only
Dependents may be added at additional cost
- **LIFE INSURANCE**
Employer paid \$50,000 policy
- **ACCIDENTAL DEATH AND DISMEMBERMENT**
Covered accident/injury/loss up to \$52,000
Work-related accident up to an additional \$50,000
- **SHORT/LONG TERM DISABILITY (STD/LTD)**
70% after 14 day waiting period up to \$1,500/week
60% after 180 day waiting period up to \$8,000/month
- **PROFESSIONAL DEVELOPMENT**
\$43.75/month
- **MEDICARE COVERAGE**
City pays 1.45% (available to employees hired after April 1, 1986)

RETIREMENT BENEFITS

- **RETIREMENT – PERS**
2.5% @ 55 OR 2.0% @ 62 up to 2.5% @ 67
(depending on PERS membership date and City hire date)
PERS will determine Classic or New membership status; if there is a portion of Employee Contribution paid by the City, it will be reported as Special Compensation for retirement purposes only
- **RETIREE MEDICAL TRUST**
\$50.00/pay period City contribution
- **RETIREE HEALTH SAVINGS PLAN (RHS)**
50% of accrued leave deposited into RHS account at separation
- **\$457 DEFERRED COMPENSATION PLAN**
City matches \$457 deferred compensation employee contribution up to \$75.00/month

VACATION AND HOLIDAYS

- **UNIVERSAL LEAVE**
Less than 5 years of service...16.167 hours/month
5-14 years of service.....19.500 hours/month
15+ years of service.....22.834 hours/month
May cash out up to 250 hours/fiscal year; Department Head may grant an additional 40 hours of Universal Leave per calendar year.
- **HOLIDAYS**
10 fixed

SICK LEAVE AND OTHER LEAVES OF ABSENCE

- **BEREAVEMENT LEAVE** 3 days/eligible death
- **JURY DUTY** unlimited
- **MILITARY LEAVE**
30 paid calendar days/year per Military & Veterans Code; plus up to one year difference between City/military pay
- **MATERNITY LEAVE**
16 weeks unpaid leave
(must supplement with paid leave if available)
- **FAMILY MEDICAL LEAVE**
12 weeks unpaid leave in a 12 month period
(must supplement with paid leave if available)

MISCELLANEOUS

- **BILINGUAL BONUS**
\$100.00/month
- **TUITION REIMBURSEMENT**
75% up to \$3,200/fiscal year
- **WORK SCHEDULE** is flexible based on assignment & department needs

THIS IS PROVIDED AS A SUMMARY OF BENEFITS AND DOES NOT CONFER ANY RIGHTS UPON ANY EMPLOYEE. PLEASE REFER TO THE APPROPRIATE MEMORANDUM OF UNDERSTANDING FOR A MORE DETAILED DISCUSSION OF THESE BENEFITS.